

The thursday report

The phases of the moon

Moonlighters comprise a substantial portion of the workforce, yet before the Marketing Department's Muhammad Jamal undertook it, there was almost no research on them

by Carol Krenz

Moonlighting isn't just the title of a television show. It is the legitimate name applied to those individuals who work for a salary at a secondary job for up to 15 hours a week. According to Associate Professor Muhammad Jamal, far more of us are moonlighting than we know.

Jamal, of the Department of Management at Concordia, has been studying moonlighting since the early 1980s. His motivation to start the research sprang from his own personal brush with discrimination on the part of his employers, whose counterparts to this day still have no clear-cut policies, written or verbal, on moonlighting.

"When it was discovered that I was moonlighting, I was asked to write a memo of apology. This incident prompted me to start studying people who worked at secondary jobs to see exactly how they measured in performance, stress and general behavior," Jamal explains.

Employers are under the impression that an individual who follows a secondary job will become ineffective, untrustworthy or performance-poor on the primary job.

Jamal's findings prove otherwise. His research has indicated that most people who work night and day do so because they are creative, sociable and in need of stimulation and new environments. They are those who wish to add skills to their repertoire, and those most likely to do charitable work.

Jamal polled 1,500 individuals who work at a variety of jobs in the labour force. Questionnaires were sent to factory workers, firefighters and clerical staff. Jamal also researched support and administrative staff at hospitals.

Anonymous questionnaire

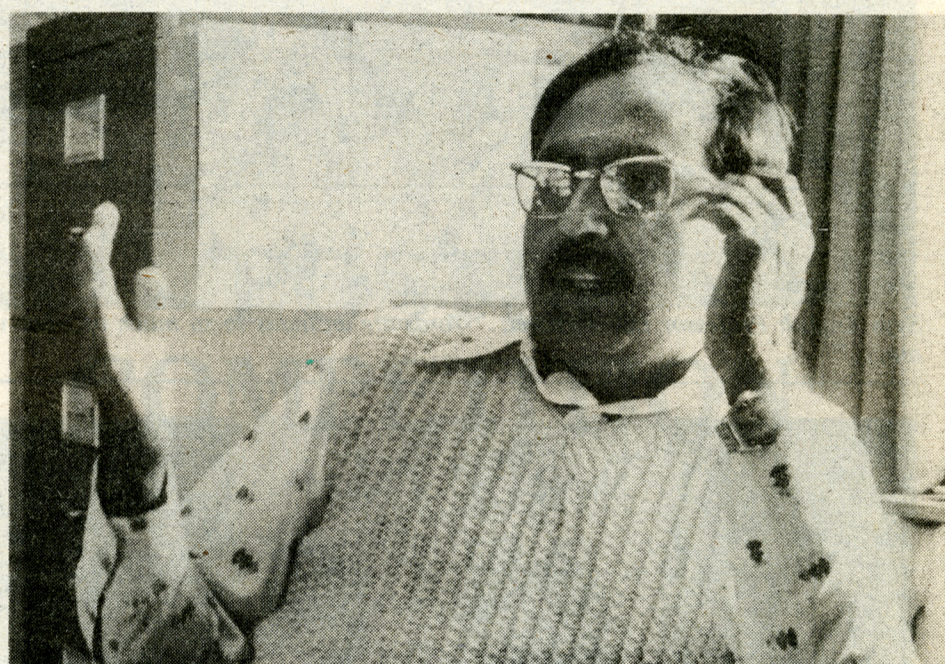
"The questionnaires were usually anonymous and were mailed back to a University address. Corporations helped me out both in Montréal and Vancouver by giving employees the chance to fill out the forms. The information gathered was invaluable."

Jamal found that between those who work 40 hours at a primary job and those who work 40 hours at two different jobs, there is no difference in job performance. There is no difference in health or stress levels, either. If anything, Jamal found that moonlighters are more apt to participate in voluntary occupations than are non-moonlighters.

"What changes the picture are the variables. One thing I did learn is that moonlighters have less loyalty to their employers."

This may be because the moonlighter realizes that he or she can work in more than one environment and is therefore more adaptable to changing working conditions. The 'company man' image need not apply. And in this day and age of overnight takeovers, corporate mergers and sell-outs, the company man prototype may be more hazardous

See MOONLIGHTERS page 7



Says Marketing Professor Muhammad Jamal, "I think it is about time for companies to have a fair policy on moonlighting."

Union certification debated

Approximately 70 University employees attended an information meeting last Thursday (April 6) aimed at informing non-unionized administrative support (AS) about the possible benefits which may accrue if they are certified as a union.

At the meeting, Kai Lee, president of the Concordia Technicians' Union, and

Wesley Fitch, the union's vice-president, spoke about the benefits of worker collectivization.

"I was impressed by the turnout," remarked Walter Wheatley, an AS representative. "People asked questions which were most helpful in allowing those present to come to an understanding about certification."

Further meetings will be held by AS, secretarial and office support staff, who number approximately 800, throughout the spring and summer, culminating in a referendum on the issue, tentatively scheduled to take place in the fall.

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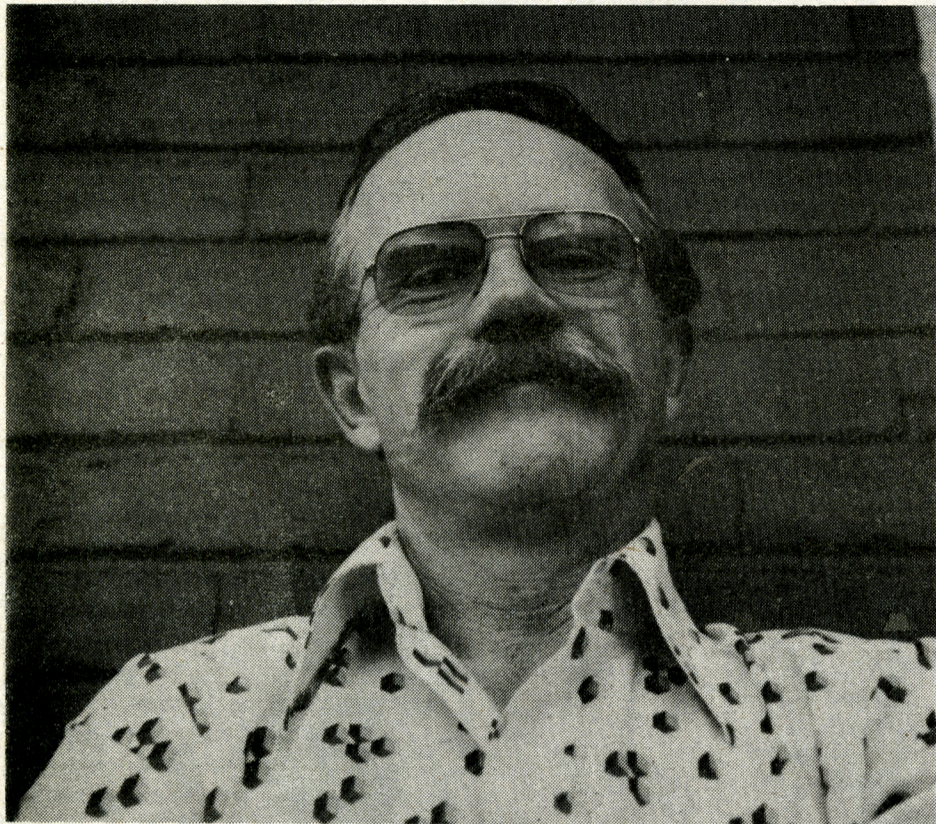


**That's all
folks! Well, not quite.
The next edition of TTR
will be on May 4th.**

The dictionary king

Lewis Poteet captures the connection between words and culture

by Trudy McCormack



Says English Professor Lewis Poteet, "Words are an index to so much of what we are..."

The imagination used to formulate colloquial slang is what drew Concordia English Professor Lewis Poteet to his off-beat sideline. He has written four dictionaries of colourful expressions used by various sub-cultures in different geographic areas and is currently working on his fifth.

The name of the first book is *The South Shore Phrase Book — A Nova Scotia Dictionary*. The south shore in Poteet's book refers to the area from Yarmouth to Halifax, along the Atlantic coast.

'... I'm interested in where the word fits into the culture...'

"I took a vacation in Nova Scotia one summer and it sounded to me like the people were all talking as though they were in the Victorian era or maybe even before," said Poteet.

"I thought: This is where Victorianism is still alive."

Poteet was hired 22 years ago as Director of Composition at the then Sir George Williams University. He had previously been a Victorian literature

specialist and an assistant director of English composition at the University of Minnesota. He had taken many courses in old- and middle-English, first at Bethany College (it's now called Southern Nazarene University) in Oklahoma, and later at the University of Minnesota.

Poteet was born in rural Oklahoma. His family changed locations almost every year throughout his childhood, including a five-year stint in South Africa, where his parents worked as missionaries. Poteet's father taught him to read by the time he was 5 years old, using only the Bible. He'd read it completely five times before he touched another book.

Now, besides teaching a course on the Gothic novel and an undergraduate workshop in advanced non-fiction composition, he's finishing a newly offered graduate course about dictionaries. He owns nearly 40 of them himself, on topics ranging from gambling to gay slang in Puerto Rico.

"I'm interested in where the word fits into the culture, what it reveals about culture," said Poteet.

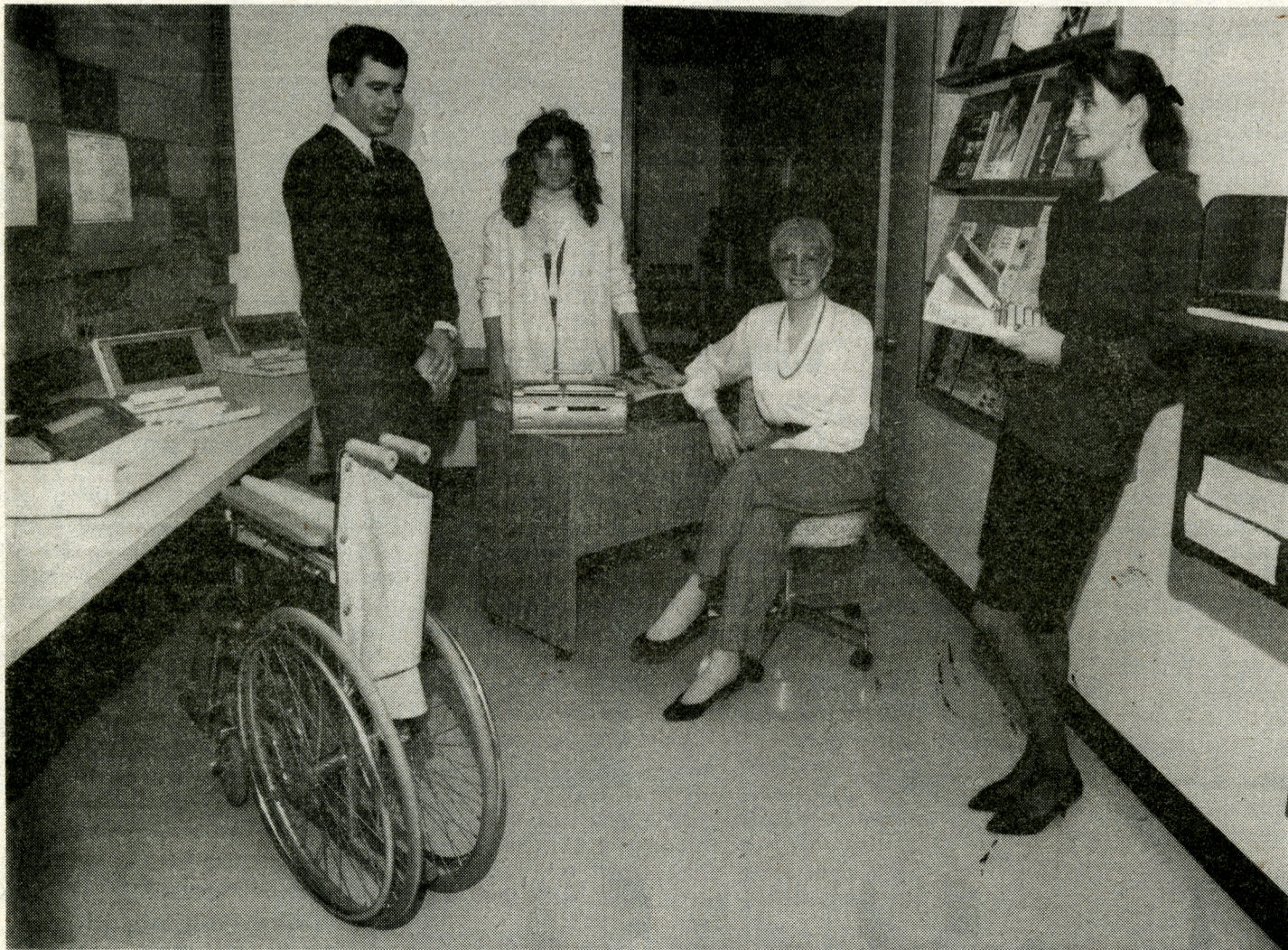
"Words are an index to so much of what we are, not just our sociology, class, sex and education, but also our soul," he explained.

For example, to "come aboard of me" is a Newfoundland term found in the *South Shore Phrase Book* meaning "a car ran into me." Poteet followed his first book with *The New Expanded South Shore Phrase Book*, *The Hockey Phrase Book* (co-authored with his son, Aaron) and *The Townships Phrase Book*, comprised of his collected expressions from Québec's Eastern Townships. He is currently working on "Montréal Talk," as distinctive as Ben's smoked meat and the cross atop Mt. Royal.

"Montréal's a great place to work on talk, it's just that you have to know many languages to do it," he told *TTR*. Concurrently, he is researching a book with his brother, a Texan English classics graduate and auto mechanic in Austin.

"It's kind of surprising and encouraging to find that even people who sometimes can't read or write in Nova Scotia are some of the best talkers," said Poteet. He's tried his hand, or better yet, his mouth, at some organized storytelling sessions himself at Bimbo's Café on Fairmount Avenue. He also recently published an article in the March-April '89 issue of the *New Maritimes Journal of Culture and Politics*, which presents his research on a cult-like religious group living in a renovated schoolhouse, which they have made into a commune.

It's the first time a publication ever referred to him as an 'anthropologist'. He happily explained that if anyone was offended by what he wrote about the cult, he would avoid a pseudo-Salman Rushdie scenario by saying, "Oh — that was Lewis Poteet the anthropologist. I'm Lewis Poteet the English professor."



Concordia's Services for Disabled Students is active in all spheres of University activity, helping to make disabled students' years at Concordia as rewarding as if they had no handicap.

Among the facilities available at Handicapped Services Department new space in H-580 are (some of which are evident in the photo above): special computers; extra-wide door frames; low light switches; and, of course, the dedicated attention of (left to right) Leo Bissonnette, Nelly Trakas, co-ordinator Ann Kerby, and Angela Ghadban.

Charles Bélanger



The International Scene

Design dean visits from Poland

Adam Gedliczka, the most recent participant in the five-year agreement between the Faculty of Fine Arts and the Polish Ministry of Culture, does not echo the sweeping statements made by his predecessors on the universality of education. For Gedliczka on his first foray to North America, everything is new.

Both Polish visual artist Jaroslaw Kozlowski and Polish composer Marian Borkowski said they found many similarities in the artists and students they had worked with the world over (see *TTR*, December 1, 1988 and April 6, 1989).

As a guest of the Design Art Department here, Gedliczka, who is the Dean of Industrial Design at the Academy of Fine Arts in Cracow, has spent most of his 10-day stay in Canada visiting other Design Art facilities, such as those at l'Université de Montréal, l'Université du Québec à Montréal (UQAM), Carleton University and the University of Ottawa.

"I am a bit overwhelmed by the great

number of possibilities available in Canada, professionally and in education. In Poland, there are also some possibilities but they are more limited in scope," says Gedliczka.

Incorporating ergonomics

Gedliczka's own professional interests lie in developing means of production and ergonomics, the applied science of incorporating work-related conditions to design. It is impossible to design a tool, he says, without this fundamental application.

Gedliczka's visit has brought him some unexpected pleasures. He has been reunited with former colleagues from Poland who are now on staff at Canadian institutions such as UQAM, Carleton, and Dawson College, some of whom he has not seen for several years since they immigrated to Canada. One of these professors is his former student. Gedliczka says he feels he has come full circle.

— Donna Varrica

Federal Budget causes University concern

Danger of cuts in transfer payments

by Barbara Verity

Rector Patrick Kenniff expressed concern at last Friday's (April 7) Senate meeting that the federal government might reduce transfer payments to the provinces in its upcoming budget, which would affect post secondary education and health services.

Terming the possibility a source of concern for Concordia as well as for Québec's finance minister, Kenniff said the Conference of Rectors of Québec Universities (CREPUQ) has begun lobbying federal MPs along with the Association of Universities and Colleges of Canada (AUCC) about the issue. CREPUQ has already completed lobbying Québec cabinet ministers and local MNAs on the issue of provincial funding for universities.

Kenniff added that Senate should know the outcome of these efforts by its next meeting.

A lengthy discussion followed on the 1989-90 Provisional Operating Budget for Concordia, which is under review by the Senate Academic Planning and Priorities Committee so that a report can be submitted at the next meeting.

In his opening remarks to Senate, Kenniff said that the construction — or more accurately, destruction — is proceeding well on the downtown campus at

the site of the new library building.

The old floors of the Royal George have been replaced with stronger ones, and the section of the building to be preserved is being strengthened. The remainder will be demolished within the next two weeks.

He also said that since contaminated soil has been found on the south side of the Royal George, soil studies were carried out at the request of the Québec Environment Ministry. The soil, contaminated by leaking fuel from buried storage tanks, has been removed, and the Environment Ministry has subsequently given the go-ahead for library construction to continue. The Rector added that no delays were caused by the event.

In other Senate business, a motion was passed to increase membership on the Arts and Science Faculty Council by one position, which would be allocated to the Dean of Graduate Studies. A similar motion increased the size of the Commerce and Administration Faculty Council by one to include the Academic Advisor, MBA Program.

Since the Nomination and Election Procedures proposed by the Senate Steering Committee provoked some criticism and questions, they were returned to the committee for more study.

AT A GLANCE

... Engineering & Computer Science's **Bernice Goldsmith** (Social Aspects of Engineering) has been appointed to the *Co-ordinating Technical Committee* of Environment Canada's "Environmental Choice Program," which looks at awarding a logo to products and processes that meet guidelines for being environmentally friendly...

... Education's **Ellen Jacobs** will be presenting two papers at the National Child Day Care Conference sponsored by the Canadian Child Day Care Federation. The first paper, "Adapting the Early Childhood Environmental Rating Scale for Use in Kindergarten," will be presented in a research symposium. The second paper, "Day Care Quality and Social competence in the Kindergarten," will be presented in a symposium addressing issues related to the transition from Day Care to Kindergarten...

... Communication Studies' **Marc Gervais**, who is the founding director of the Loyola Jesuit Institute for Studies in International Peace, recently — at the invitation of the Prime Minister — attended a State Dinner given for Nobel Peace Prize winner Dr. Oscar Arias, President of Costa Rica...

... The December 1989 issue of the *Journal of Product Innovation Management* will carry Commerce's **Ulrike de Brentani**'s "Success and Failure in the Development of New Industrial Services" article...

... Speaking of articles: Geology's **Gianpaolo Sassano**'s "Il Metodo di Datazione del Radio Carbonio-14 ed i Problemi di Datazione Della Sacra Sindone" appeared in the *Corriere Italiano* last month...

... Two Design Art students, **Nathalie Dion** and **John Tong**, were awarded two first-place finishes out of 150 entries in VIRTU 4, a juried exhibition of products for residential use. VIRTU 4 is part of the International Furniture Design Biennial. The exhibition will travel to Toronto, Montréal, Québec City, Calgary, Edmonton, and Vancouver. The Montréal portion will be exhibited at the Visual Arts Gallery in the VA Building from May 5 to 26, featuring Dion's and Tong's radical new concepts in the design of pencil holders, along with designs by VIRTU 4's 15 co-winners...

... On the subject of students: Mechanical Engineering graduate student **Norman Daniel Ryan** has successfully defended his PhD thesis: *Work Hardening, Strength, Restorative Mechanisms and Ductility in the Hot Working of 300 Series Stainless Steels*. His supervisor was **Hugh McQueen**...

... Concordia Building Studies' **Cedric Marsh** recently won the A. F. Davis Silver Medal from the American Welding Society at a ceremony last week in Washington, D.C., in recognition of his paper in the field of structural design entitled "Strength of Aluminum T-Joint Fillet Welds"...

... On CBC Radio's *Daybreak* show earlier this week, the subject was how business graduate students should be dressing for interviews this spring. Several times, Concordia was mentioned as having given specific information to students on this subtle but valuable information. (The short answer, by the way is... blue suits!)...

... See you May 4th...

OMBUDSPERSON (FULL-TIME)

This position is available, on a seconded basis, to a full-time member of the faculty or staff for a one-year period beginning June 1, 1989, and entails working with the University's full-time Ombudsperson, Ms. Suzanne Belson, closely.

The Ombuds Office is charged with handling complaints and enquiries from students, staff and faculty about University-related matters. The successful candidate will have a sense of justice and fair play, good problem-solving skills, the ability to communicate well with people at all levels and in all departments of the University, and an appreciation of "University culture." He or she will be resourceful, creative, sensitive and an independent thinker. Conscientiousness and good follow-through are essential.

While no specific academic or work-related qualifications are required, bilingualism, patience, the courage of your convictions and familiarity with University regulations, policies and systems will not go amiss.

Applications should be submitted by April 17, 1989 to:

**Dr. Catherine MacKenzie, Chair, Supervisory Board,
Code of Conduct, BC-209.**

Employee moves affect several departments

Appointments, promotions, transfers, and retirements

by Ken Whittingham

Staff changes are taking place in several Concordia departments.

Longtime employee Bruce Smart has been appointed Registrar effective May 1. Smart has been serving as Acting Registrar since the retirement of Ken Adams last June.

The new Registrar joined Concordia as an Assistant Registrar in 1969 after working as an Information and Systems Manager with Monsanto Chemicals Inc. and a Senior Systems Analyst with Pfizer Company Ltd. He was appointed Associate Registrar in 1974.

Douglas Potvin, meanwhile, Concordia's Assistant Vice-Rector and Director of Continuing Education, and Jean-Paul Dufour, University Legal Counsel, are taking early retirement — in Potvin's case after 36 years of service, in Dufour's, after 13.

Potvin told *The Thursday Report* this week that he plans to take the summer off and begin international

consulting work or teaching in the fall. He began his teaching career at Loyola High School, then joined the Mathematics Department at Loyola College. He was appointed Director of Loyola College's Evening Division in 1967, and has been Director of Concordia's Continuing Education Department since 1974.

Search underway

Other changes include Computer Centre Director Ivan Fuchs, who is resigning from Concordia after 19 years of service. Fuchs came to the Computer Centre from Control Data Ltd. in 1970. He worked initially as Assistant Director and was appointed Director in 1976.

After spending 30 years in the computing field Fuchs says he has no intention of hanging up his spurs. His decision to leave Concordia will allow him to work full-time at his own consulting business, Valfax Inc. A search is already underway to find Fuchs' successor.

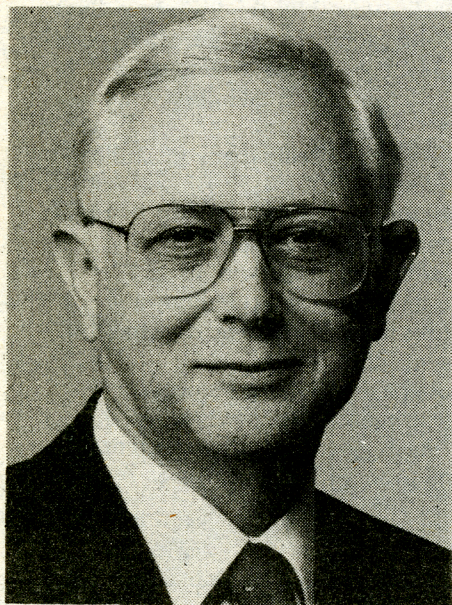
Also on the move is Carolishca Locas, Acting Director of Alumni Affairs, who leaves later this month to resettle in Toronto.

Locas, who joined Concordia's Capital Campaign Office in November 1982, will be replaced on a temporary basis by Carole Kleingrib, Assistant to the Vice-Rector, Institutional Relations and

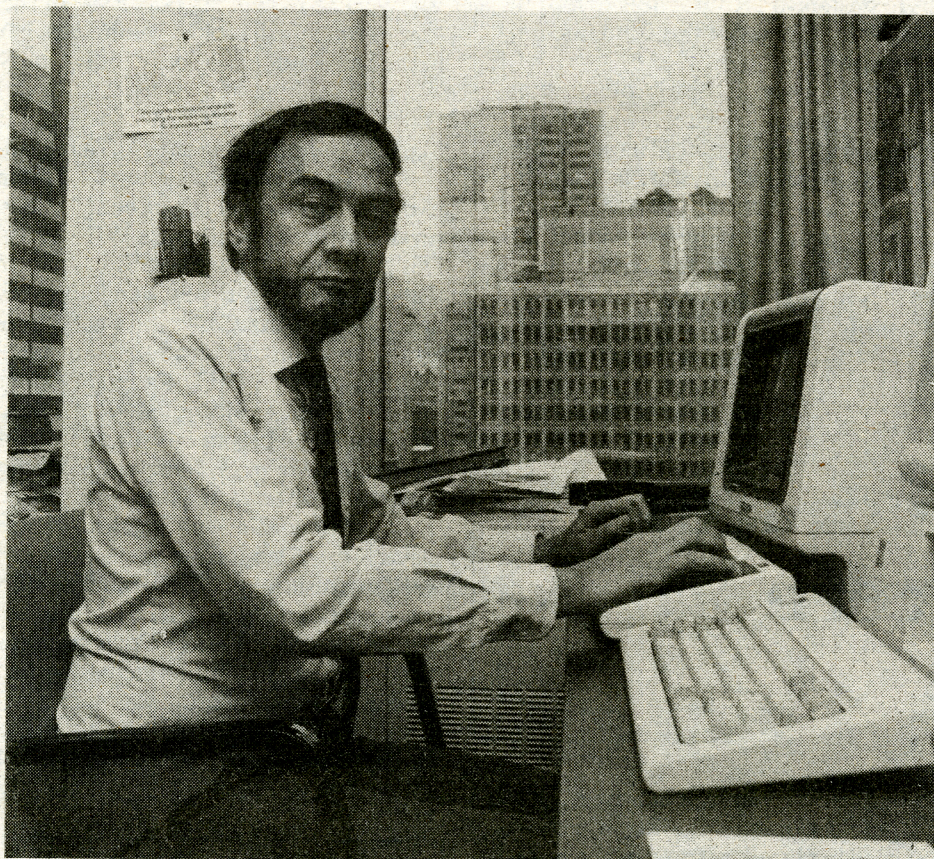
Finance. Kleingrib is transferring to the Advancement Department later this month as Acting Director of Alumni Affairs and Annual Giving. A search will be launched immediately to recruit a Director of Alumni Affairs; it is hoped the position can be filled by mid-summer.

Kleingrib came to Concordia from the private sector in 1982 and worked as a Public Relations Officer before joining the Office of the Vice-Rector Institutional Relations and Finance in 1985.

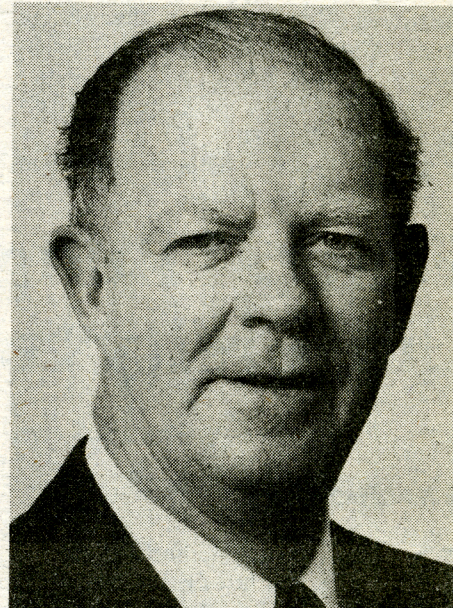
Last but not least, Human Resources Department Training Manager Laila Berger left Concordia last week to resettle in Switzerland; Nicole Saltiel, Assistant Co-ordinator in the Office of Occupational Health and Safety, is away on maternity leave after giving birth to a lovely baby girl (a search is underway to replace Saltiel during her absence); and several staffers have transferred to the new Office of Institutional Planning (see the accompanying story).



Bruce Smart



Computer Centre Director Ivan Fuchs is leaving to work as a consultant.



Douglas Potvin

Support groups for planning united under one roof

Institutional Planning Office formed

A University planning office has been established with a four-point mandate that includes marrying all resource allocations to the academic planning process. The unit will be responsible for co-ordinating the implementation of all aspects of strategic planning at Concordia.

The new Office of Institutional Planning will report to the Office of the Rector through the Vice-Rector Institutional Relations and Finance. Located in C Annex (1440 Ste-Catherine Street West), the office will group together existing staff from such units as Institutional Research, Treasury and the Office of the Vice-Rector Services.

Maurice Cohen, Vice-Rector Institutional Relations and Finance, told *The*

Thursday Report last week that the new unit was formed to support the long-range academic planning process introduced in 1986 by the Senate Committee on Academic Planning and Priorities (SCAPP).

The SCAPP group recommended that long-range planning become University-wide and that budget allocations be responsive to proposals for academic development. A first step in that direction was taken with the establishment of the University Budget Committee, the group responsible for recommending operating budget allocations for all academic and non-academic units at Concordia.

Specifically, the new planning office will be responsible for:

- providing the support, analysis, information and environmental scanning required by the academic planning process;
- co-ordinating the planning process for the University's service sectors and ensuring that it is consistent with, and supports, academic planning;
- ensuring that space allocations and resource allocations from Concordia's operating and capital budgets are coherent, and reflect the priorities identified by the strategic planning process; and lastly
- developing and maintaining information tools (i.e., the Management Information System) required by senior administrators and unit heads to effectively plan and carry out their responsibilities.

bilities.

The Director of the new unit is Louis Vagianos, who was hired under contract last fall as Co-ordinator of Space Planning in the Physical Resources Strategic Planning Office (see *TTR* of Nov. 24/88). In addition to the Strategic Planning Office staff, the new unit includes Lise Tremblay (Institutional Research) Dorothea Vibrans (Treasury) and Joey Rawlins (Vice-Rector Services). The formation of the planning office will result in several departmental moves between the Bishop Court Building and C Annex, including that of the Office of Vice-Rector Services, which will relocate at 1440 Ste-Catherine Street West.

— KJW

Priority Areas

by Zonia Keywan

As reported in recent issues of TTR, Concordia's 1988-89 Annual Giving Program has been underway for several months. The contributions being solicited from both internal and external sources will be used to support priority projects for which government funding is either insufficient or unavailable. Donors may give either an unrestricted gift or designate the project they wish to support.

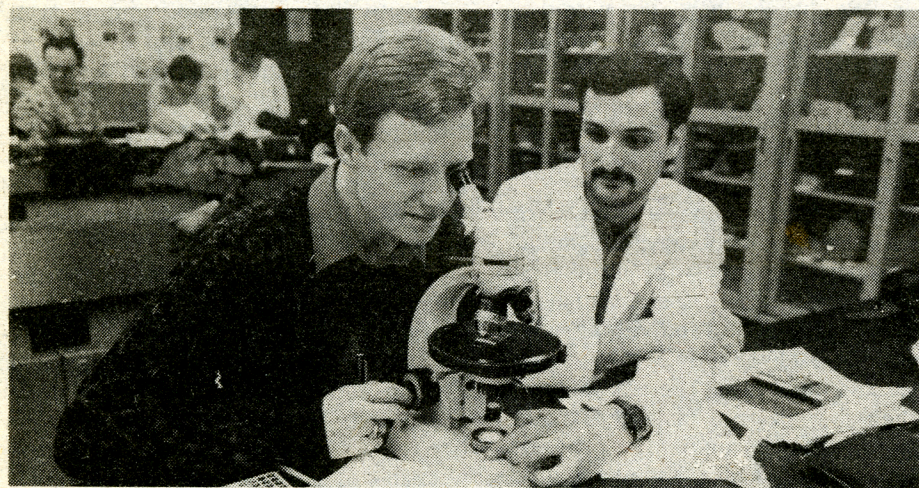
The projects to be supported fall into the five following areas of need:



Development of the Faculties

Each of Concordia's four faculties has identified its most urgent priority needs for the coming year. A priority shared by all faculties is obtaining seed money for research; in addition, the faculties have indicated the following individual needs: Arts and Science — updating and acquiring new laboratory and computer equipment, providing students with new classroom materials and teaching aids, and improving the student advising process; Commerce and Administration — updating and acquiring new computer research equipment, providing students with new classrooms and specialized laboratory facilities, and offering additional doctoral fellowships; Engineering and Computer Science — at the undergraduate level, updating high technology laboratory facilities and increasing scholarship funding, and, at the graduate level, providing computational facilities for research and establishing special funding to increase the number of women doctoral students; Fine Arts — developing new programs and acquiring equipment to enable the faculty to respond to the needs of its students and of the artistic community.

Those who wish to contribute to the faculty development funds may designate the faculty of their choice.



The Rector's Fund for Initiatives

This fund will provide seed money for launching new endeavours of potential national and international importance. The fund will be used to nurture inter-disciplinary efforts and focus and expand existing core strength.

Athletics

The priority project in this area is the installation of Concordia's first football stadium at the west-end campus. Details about the stadium were provided in an earlier issue of *The Thursday Report*.

Concordia
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ANNUAL
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1988-89

Fellowships and Scholarships

The main priority in this area is to help Concordia attract and retain exceptional students at both the undergraduate and the graduate levels.

At the graduate level, the University awards the following fellowships: the Concordia University Graduate Fellowships, in the amount of \$6,500 per year at the MA level and \$7,500 per year at the PhD level, and two one-year non-renewable fellowships, the Stanley G. French Fellowship and the John W. O'Brien Fellowship, in the amount of \$7,000 at the MA level and \$8,000 at the PhD level.

The total number of fellowships given out per year depends on the level of funding available to the University. This year, nine graduate students are being supported.

On the undergraduate level, the University offers scholarships, which are awarded on the basis of academic achievement, and bursaries, which are based on academic achievement and demonstrated financial need. This year, the university is funding 225-250 scholarships and 30-40 bursaries.

According to Roger Coté, Director of Financial Aid, "One of our main priorities at present is developing our scholarship program."

Concordia scholarships include entrance scholarships, which are given to new students and range from \$3,000 to \$6,000 over three years, and in-course scholarships, which are awarded to students who have already spent at least one year at Concordia and which range from \$200 — \$1,000 for one year.

Donors to this area of need may make an unrestricted gift, or may designate the type of scholarship or fellowship and/or the field of study they wish to support.

According to Coté, "If the gift is unrestricted, we will use it to develop our scholarship endowments. We would like to see a significant endowment figure — \$5 million or more. This would allow for a long-term development of our awards program."

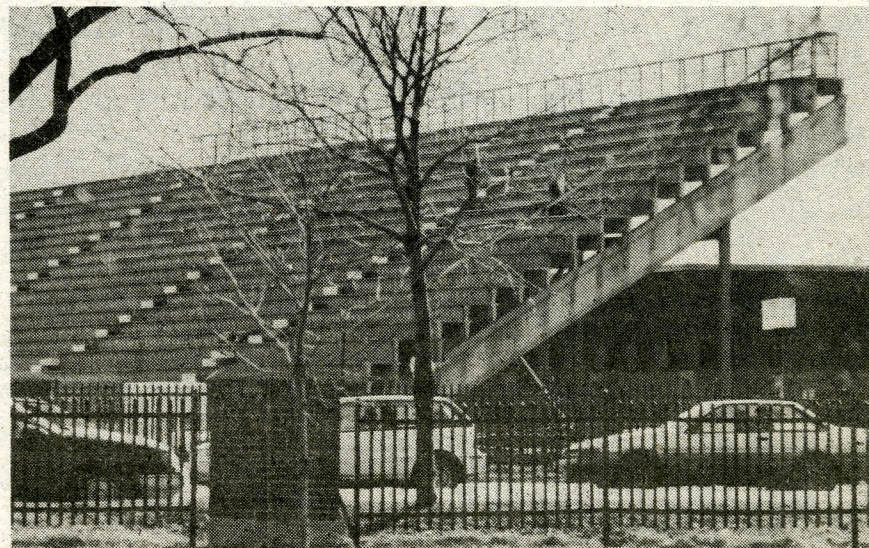
He adds, "All gifts we receive are welcome, regardless of the amount. Even small contributions help us build up our fund."

Library Acquisitions

According to Martin Cohen, Collections and Management Librarian, the main priority in this area is to upgrade Concordia's library collection from one aimed at undergraduates to one also able to serve the needs of graduate students.

"We're a young university," says Cohen. "We are in a setting where the number of graduate programs is being increased. We manage by the skin of our teeth to keep up with current materials. But we have to build up our back holdings. And current budgets don't cover that."

"Unless some start-up money comes through, we will always be lagging behind."



Finding the right (sales) prescription

Marketing Department study zeroes in on doctors' prescribing patterns

by André Fauteux

Does your doctor's attitude towards working mothers or environmental protection affect his or her attitude toward prescribing medication? Concordia business researchers hope they can draw parallels between physicians' values and prescribing patterns.

Mark Wilkins did the leg work for the study as an MBA research project.

Wilkins and Marketing Department Professor Jerry Rosenblatt randomly surveyed 5,000 Canadian doctors, 911 of whom (455 general practitioners and 456 specialists) answered questions about their general values, attitude towards prescribing and prescribing patterns. Wilkins then analyzed the answers of the family physicians and performed what he believes to be the first "psychographic segmentation" of physicians.

He classified the doctors by using the *Values and Lifestyles* (VALS) typology of American consumers, a private research tool sold to businesses that need to predict consumer behavior. His findings corresponded closely (at a rate of 83%) with the expected responses based on previous VALS research (Mitchell, 1983).

Wilkins classified the physicians according to their lifestyles — Achievers, Emulators, Belongers and Experientials/Societally Conscious — and their attitudes towards prescribing — Opinion Seekers, Well-Informed Prescribers, Well-Informed Laggards, Innovators and Uninformed Prescribers (who aren't as uninformed or dangerous as the type might sound).

The specialists will be classified at a later time and another study will cross-tabulate the lifestyles and prescribing attitudes to see if they are related.

Useful research

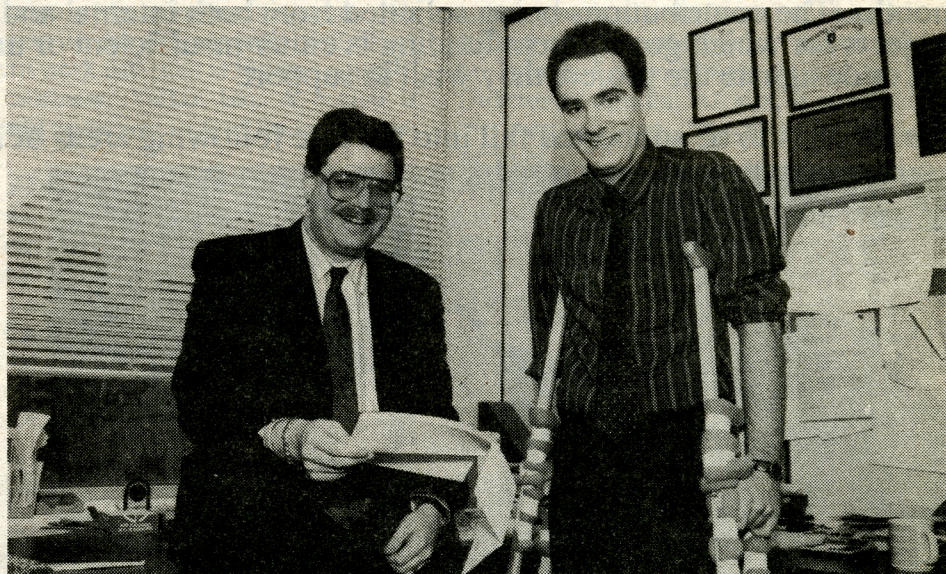
Wilkins explained in an interview the usefulness of such research. "By just asking a couple of questions a sales representative could have a rough idea of a doctor's lifestyle and target his approach accordingly."

For example, 'Achievers' are aged 30-34, are very independent and very happy, believe a woman working outside the home can still be a good mother to young children, and have the most confidence in business, military and government leaders. By comparison, 'Belongers' are aged 45-54, believe a woman's life is only fulfilled if she can provide a happy home for her family, are against premarital sex and don't think air pollution is a major worldwide problem.

'Opinion Seekers' always consult a trusted colleague when unsure of a drug, and they find pharmaceutical representatives very informative, while 'Innovators' do not heavily value the opinion of cardiologists when prescribing anti-hypertension medication.

Wilkins' research was funded by the federal Social Sciences and Humanities Research Council (SSHRC). Michel Bergier, an Associate Professor of Marketing at Concordia, said such collaboration is a very good way for industry and government to have "very good research done at a very good price."

He added that it also gets students



Marketing Professor Jerry Rosenblatt (left) and MBA student Mark Wilkins may seem to be having fun, but their study on doctor's prescribing patterns focuses on a very serious, multi-billion market.

involved in concrete problems as do pharmaceutical marketing seminars taught by members of the industry.

"Concordia's link with industry through such projects and work done at

its Pharmaceutical Management Centre can open doors for students," concluded Bergier.

Hopefully it will for Wilkins, who got an 'A' grade on his paper.

Confessions of a couch potato

Recreational Athletics takes faculty and staff on a fitness journey

by Les Is-Better
(not her real name)

My cousin is getting married in July.

That probably means nothing to you. To me, it means 200 family members and friends watching me walk up the aisle as her maid of honour, commenting on my expanded girth. I decided to do something before that scenario could be played out.

The consensus is that a regimen of diet and exercise is the only effective way

to achieve results. My first plan of action, Weight Watchers, has netted an 18-pound weight loss since February 9 — and still counting. The second part came via internal mail a few weeks ago. Julie Healy, Recreational Athletics, has put together a program called *The Fitness Journal*.

A participant charts non-work-related activities of the day, accumulating kilometres equal to the number of calories burned doing the activity. For example, a 150-pound individual swimming the breaststroke for 20 minutes will earn 220 kilometres. These kilometres are then charted on a map of Canada, indicating the participant's progress. The "journey" begins on Vancouver Island.

Healy says the program was designed so that faculty and staff could look at their level of activity and be motivated to improve it with the challenge of completing the cross-country journey as an incentive. Progress reports will be issued, identifying who among Concordia's participating faculty and staff is in the lead, which departments have the most participants, who has accumulated the most kilometres for the week and the most interesting activity.

"The biggest surprise so far," says Healy, "is the number of people who have signed up. I had expected 20 but by

last Monday there were 140."

Activities which qualify range from sitting quietly at an average 1.6 calories burned per minute to skiing at a moderate speed, burning an average 8.4 calories per minute, to chopping wood with an axe at a fast pace, burning about 22 calories per minute, provided these do not fall into a participant's normal routine.

"The whole idea is to add activities to your routine. Even though activities that you may do every day, such as typing and walking are on the list, they should not be counted unless you did these things outside the normal workday — like typing a 40-page paper on the weekend or going out for a 30-minute walk on Sunday," Healy says.

More typing holds no fascination for this participant. The only time walking is even remotely stimulating is when it's done in the country; driving for an hour to walk for 30 minutes is not always feasible. The activity I have chosen to begin with is swimming. I managed to accumulate 700 kilometres in an activity not normally in my routine which is enjoyable and even social. I may even graduate to low-impact aerobics.

I'll have an update of my progress in the next *TTR*, May 4. My couch will never know what hit it — or isn't hitting it.

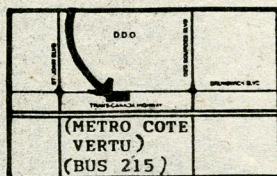
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EVENTS

continued from page 8

tion Centre.

SACRED MUSIC IN THE CHAPEL

Bach's *Cantatas* from 1:00 - 2:00 p.m. in the Loyola Chapel, 7141 Sherbrooke St. W. Any quiet, respectful activity is suitable. Please feel free to arrive or leave quietly at any time during the hour.

WEDNESDAY 19**BOARD OF GOVERNORS**

Meeting at 8:00 a.m., room GM-407-1, 1550 de Maisonneuve Blvd. W.

CONCERT

Organ Recital, Claude Bernier (Advanced Music Performance Studies) in works by Byrd, Scheidt, Bach, Brahms, C. Shumann and R. Schumann at 8:00 p.m. at St. Matthias Church (cr. Cote St. Antoine & Church). FREE.

CONSERVATORY OF CINEMATOGRAPHIC ART

The Boat is Full (Das Boot Ist Voll) (Markus Imhoof, 1980) (Swiss/R.F.A./Austria with English subtitles) with Tina Engel, Hans Diehl, Martin Walz, Curt Bois, Ilse Bahrs and Gerd David at 8:30 p.m. in H-110, Hall Bldg. \$2.

CONCORDIA CHRISTIAN FELLOWSHIP

Prayer meetings from 12:30 - 1:00 p.m. and from 4:15 - 5:15 p.m. Belmore House, 3500 Belmore, behind the Campus Centre.

THURSDAY 20**CONCERT**

Piano Recital, Andrea Carr (Advanced Music Performance Studies) in works by Mozart, Chopin, Beethoven and Prokofieff at 8:00 p.m., Loyola Chapel, 7141 Sherbrooke St. W. FREE.

SACRED MUSIC IN THE CHAPEL

Messiah's *Quartet for the End of Time* from 1:00 - 2:00 p.m. in the Loyola Chapel, 7141 Sherbrooke St. W. Any quiet, respectful activity is suitable. Please feel free to arrive or leave quietly at any time during the hour.

FRIDAY 21**COMMERCE & ADMINISTRATION PhD WORKSHOP - VISITING SPEAKER SERIES**

Shyam Sunder, Richard M. Cyert, Carnegie Mellon University on *Market For Information: Experimental Evidence* from 2:00 - 4:00 p.m. in room GM-403-2, 1550 de Maisonneuve Blvd. W. For information, call Gary Johns at 848-2914.

ENGINEERING & COMPUTER SCIENCE

Faculty Council meeting at 2:00 p.m. in room H-769, Hall Bldg.

SATURDAY 22**CONCERT**

Concordia Orchestra, conducted by Sher-

man Friedland, with soloist Lucy Hall, violin at 8:00 p.m., Loyola Chapel, 7141 Sherbrooke St. W. FREE.

SUNDAY 23**CONCERT**

Organ Recital, Thierry Guffroy (Advanced Music Performance Studies) in works by Peerson, Sweelinck, Bach and Couperin at 8:00 p.m., Loyola Chapel, 7141 Sherbrooke St. W. FREE.

SUNDAY EUCHARIST

Robert Nagy, S.J. presiding at 11:00 a.m. and 8:00 p.m.

Obituary**André Foreman Monette**

André Monette, Foreman of the Electrical Department at the west-end campus, has passed away.

Mr. Monette worked for Loyola and then Concordia University for a total of 24 years.

He was a familiar sight on the west-end campus; he was known by all for riding his bicycle from one job assignment to another.

André Monette will be sadly missed by his fellow workers as well as the Community at large.

• Prepared with information supplied by Donna Noseworthy, Physical Plant, west-end campus.

MOONLIGHTERS

continued from page 1

to one's mental health than the moonlighter's more flexible one.

What is known is that apart from Jamal's work, very little research has been done. *Newsweek* magazine was on the phone with him recently for information, and *The Chicago Tribune* has already printed his findings, which were completed last year. The only official moonlighting statistics available are from a 1985 study conducted by the U.S. Department of Labour, which indicate that 5.4% of the American labour force moonlights. However, Jamal thinks those figures are far too conservative. He says a more realistic picture is 20- to 25%.

"The number of people who work at a second job out of economic necessity is quite significant — about 35- to 45%. But many are doing it out of a substantial need for self-expression and to acquire new skills. I think it is about time for companies to have a fair policy on moonlighting, preferably written. This should also apply to the professional field," concludes Jamal.

There are still hundreds of companies who take a dim view of moonlighting employees. Perhaps Jamal's findings will shed new light on this nebulous, nocturnal pastime.

HIV/AIDS PROJECT

As part of its new policy on HIV/AIDS-related concerns, Concordia University is pleased to announce the appointment of an HIV/AIDS Resource Person and an HIV/AIDS Advisory Committee.

Resource Person

Ms. Angie Siano will be available for consultation at Concordia University Health Services, 2155 Guy Street, Room 407. She may also be contacted by telephone at 848-3565 or -3566. All inquiries will be confidential.

Advisory Committee

The mandate of the HIV/AIDS Advisory Committee will include overall responsibility for application of the guidelines issued in December 1988; updating the guidelines to reflect important developments in HIV/AIDS-related issues of medical, legal or social concern; providing direction and support to the HIV/AIDS Resource Person. Members of this committee include:

Dr. Tom Waugh, Dept. of Cinema (Chair)

Dr. Fred Bird, Dept. of Religion

Mr. Donald L. Boisvert, Rector's Office

Dr. Sup Mei Graub, Guidance Services

Ms. Marlene Daley, HIV/AIDS Project Co-ordinator (ex officio)

Ms. Angie Siano, HIV/AIDS Resource Person, Health Services (ex officio)

A training program, being prepared for members of this committee, marks the first step in the implementation of the educational program which will be presented to the University community in 1989-90.

For additional information, please contact Marlene Daley at 848-4849 or Elizabeth Morey at 848-4871.

**POSTER COMPETITION
HIV/AIDS PROJECT**

In December 1988, Concordia University announced an HIV/AIDS project which includes guidelines for the University community and an educational program to begin in September 1989.

A poster is required to launch the educational program, and all members of the Concordia community (students, faculty and staff) are invited to submit their work of art (design, photography, drawing, etc.)

THEMES: Anti-discrimination (AIDS is everyone's concern) Prevention (safe sex). Either or both themes may be used.

SPECIFICATIONS: Two colours 8 1/2" x 17"

A good quality, comprehensive layout Bilingual text University name to appear on poster

PRIZES: First prize: \$100

Second prize: *And The Band Played On* by R. Shilts

Third prize: A box of condoms

DEADLINE: May 31, 1989

Winners will be chosen by a panel of experts no later than June 31, 1989. The first prize entry will be used by the University as a poster, and on a brochure, during the 1989-90 academic year. The artist will be identified on the final poster.

All entries will be exhibited at Concordia in June 1989 to coincide with the International Conference on AIDS which will take place in Montréal, June 4-9, 1989.

Winning entries will be the property of Concordia University. Other entries will be returned upon request.

Entries must be submitted by May 31, 1989 to:

Poster Competition

c/o Rector's Office

BC-201

Sir George Williams Campus

For additional information, please contact Marlene Daley, 848-4849 or Elizabeth Morey 848-4871.

THE BACK PAGE

Nina Dunn 848-4881

EVENTS

THURSDAY 13

CONCERT

Concordia Big Band directed by Jan Jarczyk at 8:00 p.m. in the F.C. Smith Auditorium, 7141 Sherbrooke St. W. FREE.

CONSERVATORY OF CINEMATOGGRAPHIC ART

The Frozen Heart (Das Gefrorene Herz) (Xavier Koller, 1979) (Swiss with English subtitles) with Sigfrit Steiner, Paul Buhlmann, Gunter Lamprecht, Otto Machtlinger and Heiz Buhlmann at 7:00 p.m.; *The Rose King (Der Rosenkonig)* (Werner Schroeter, 1986) (R.F.A. with English subtitles) with Magdalena Montezuma, Mostefa Djadjam and Antonio Orlando at 9:00 p.m. in H-110, Hall Bldg. \$2 each.

HEALTH SERVICES B.P. STROLL

On the job blood pressure check at west-end campus boiler room from 10:00 a.m. - Noon.

SACRED MUSIC IN THE CHAPEL

Gabriel Fauré's *Requiem* from 1:00 - 2:00 p.m. in the Loyola Chapel, 7141 Sherbrooke St. W. Any quiet, respectful activity is suitable. Please feel free to arrive or leave quietly at any time during the hour.

FRIDAY 14

COMMERCE & ADMINISTRATION PhD WORKSHOP - VISITING SPEAKER SERIES

Dr. David Lewin, Columbia University on *Human Resource Management Policies and Practices and Firm Performance* from 2:00 - 4:00 p.m., room GM-403-02, 1550 de Maisonneuve Blvd. W. For information, call Prof. Gary Johns at 848-2914.

CONSERVATORY OF CINEMATOGGRAPHIC ART

La Mort de Maio Ricci (Claude Goretta, 1983) (Swiss-French) with Gian Maria Volonté, Magali Noel, Heinz Bennent, Mimsy Farmer, Jean-Michel Dupuis and Bernard-Pierre Donnadiou at 9:00 p.m. in H-110, Hall Bldg. \$2.

SATURDAY 15

CONSERVATORY OF CINEMATOGGRAPHIC ART

Floisty Paradise (Das Kalte Paradies) (Bernard Safarik, 1986) (Swiss with English subtitles) with Nohemi Dragonné, Julius Effenberger, Berta Alig and Istvan Akos at 7:00 p.m.; *Alpine Fire (Hofenfeuer)* (Fred M. Murer, 1985) (Swiss with English sub-

titles) with Thomas Nock, Joanna Lier, Dorothea Moritz, Rolf Illig and Tilli Breidenbach at 9:00 p.m. in H-110, Hall Bldg. \$2 each.

SUNDAY 16

CONCERT

Concordia University Choir, with the Bishop's University Chamber Choir, under the direction of Christopher Jackson and Nancy Rahn, in works by Handel, Somers and the 1st performance of a new work by Andrew MacDonald entitled *The Birth of Spring* at the Loyola Chapel, 7141 Sherbrooke St. W. FREE.

Organ Recital, Régis Rousseau, (Advanced Music Performance Studies) in works by Byrd, Sweelinck, Bach, de Grigny, Gagnon and Reubke at St. Matthias Church, corner Cote St. Antoine & Church at 8:00 p.m. FREE.

CONSERVATORY OF CINEMATOGGRAPHIC ART

Signe Renart (Michel Soutter, 1985) (Swiss with English subtitles) with Tom Novembre, Fabienne Barraud, Marilu Marini, Jean Schlegel and Alex Freihart at 7:00 p.m.; *Parti sans laisser d'adresse (No Forwarding Address)* (Jacqueline Veuve, 1982) (Swiss with English subtitles) with Jacques Zanetti, Emmanuelle Ramu and Mista Prechac at 9:00 p.m. in H-110, Hall Bldg. \$2 each.

SUNDAY EUCHARIST

Robert Nagy, S.J. presiding at 11:00 a.m. and 8:00 p.m. in the Loyola Chapel, 7141 Sherbrooke St. W.

MONDAY 17

CONSERVATORY OF CINEMATOGGRAPHIC ART

Innocenza (Villi Hermann, 1986) (Swiss with English subtitles) with Enrica Maria Modugno, Alessandro Haber, Teco Celio and Patrick Tacchella at 8:30 p.m. in H-110, Hall Bldg. \$2.

TUESDAY 18

CONCERT

Flute Recital, Gu Lina (Advanced Music Performance Studies) in works by Mozart, Martin, Schubert, Hindemith and Honegger at 8:00 p.m., Loyola Chapel, 7141 Sherbrooke Street W. FREE.

CONSERVATORY OF CINEMATOGGRAPHIC ART

Acropolis-Now (Hans Liechti, 1984) (Swiss with English subtitles) with Dominique Lafin, Wofram Berger, Max Rüdinger and Christine Lauterbrug at 8:30 p.m. in H-110, Hall Bldg. \$2.

DEPT. OF EDUCATION

A public lecture by Prof. Asghar Ali En-

ginier, Institute of Islamic Studies, Bombay on *Ethnic Conflict in India* at 7:00 p.m. in room H-762, Hall Bldg. For information, call J. Bhatnagar at 848-2004. Co-sponsored by the Shastri Indo-Canadian Institute.

PRISON VISITS

From 2:00 - 3:30 p.m. at Bordeaux Detention Centre. *continued on page 7*

NOTICES

DEPT. OF THEATRE

Actresses / A Collective Creation directed by Pablo Vela from April 12 - 15 at 8:00 p.m., April 16 at 2:00 p.m. Limited seating - FREE. For information, call 848-4741.

Twelfth Night by William Shakespeare, directed by Joseph Gazelet and Desmond Gallant from April 19 - 22 at 8:00 p.m., April 23 at 2:00 p.m. at the D.B. Clarke Theatre, Hall Bldg. Admission \$5.00 public, \$3.00 students & senior citizens, matinee no charge. For information, call 848-4742.

INTERNATIONAL ARCHITECTURAL AND URBAN PLANNING FILM FESTIVAL

From Brazil to Japan, from Africa to Australia, 45 foreign films and several Canadian productions will be featured at the Festival. Screenings will take place from April 21 - May 5 at Concordia University, Maison de la Culture Petite Patrie and Maison de la Culture Plateau Mont-Royal. For information, call Michèle Bouchard, 842-4545.

WOMEN'S CENTRE VERNISSAGE

From April 6 - June 1, Sara Morley, *A Woman's Nightmare* open from 4:00 - 7:00 p.m., 2020 Mackay Street.

LACOLLE CENTRE

May 15-17 *Women's Ways of Knowing with Mary Belenky & Friends*. For more information, call 848-4955.

CONCORDIA ART GALLERY

Exhibition from April 13 - May 20, 1989: Mary Scott; Richard-Max Tremblay, Prix Paul-Emile Borduas: Photographs; Peter Powning, Recent Ceramics at 1455 de Maisonneuve Blvd. W. Gallery hours are Mon.-Fri. 10:00 a.m.-8:00 p.m. and Sat. 10:00 a.m.-5:00 p.m.

LEGAL PROBLEMS?

WE CAN HELP!

The Legal Information Service can help with information and counselling. We are located in Room CC-326, 7141 Sherbrooke

St. West, and our telephone number is 848-4960. Office hours are Monday through Friday from 9 a.m. to 5 p.m. This service is free and confidential.

OMBUDS OFFICE

The Ombudspersons are available to all members of the University for information, advice and assistance with University-related problems. Call 848-4964 or drop into 2100 Mackay on the downtown campus; room 326, Central Bldg., west-end campus. Services of the Ombuds Office are confidential.

UNCLASSIFIED

APARTMENT WANTED

Writer, female, non-smoker, wishes centrally located furnished apartment September-May while teaching at Concordia. Write to: Audrey Thomas, RR#2, Galiano Island, B.C. V0N 1P0.

FOR SALE

1988 Miehle Gara Racing Bike, Shimano 600 Altega components. New: \$850. Asking: \$650. Days: Robert 521-0010.

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Babysitter to assist in the care of 3 small children. Days flexible. Westmount area. Call evenings 487-2193. References requested.

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